



**State of New Jersey**  
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**TAG POLICY LETTER 04-4**

**3 June 2004**

**DIVERSITY POLICY**

1. American demographics are changing. It is imperative that the New Jersey Army National Guard mirrors the diversity of our communities and New Jersey as a whole. My intent is that all soldiers embrace diversity, because it is the right thing to do. I direct all Commanders and Staffs to continually energize their efforts and ensure unit participation in diversity and mentoring. Now is the time to diversify and enhance our mission capability and readiness.
2. The NJARNG is made great by our people. Our challenge is to capitalize on the changing demographics in our society by valuing ethnic and cultural differences as well as similarities. Embracing diversity better enables us to recruit, mentor, retain, and promote the best talent to achieve our goals. Our dedication to diversity will foster dignity and respect, while providing continuity with Army values.
3. The foundation of a successful diversity program must include:
  - Allocating resources to leverage the potential of diverse communities;
  - Recruiting members from diverse communities;
  - Retaining a diverse force through team building and mutual respect;
  - Fostering mentorship and training to develop our soldiers; and
  - Monitoring and assessing progress through clear expectations, accountability, evaluation and recognition.
4. I am committed to diversity. A detailed Diversity Program will be forthcoming. All members of the NJARNG community will give this program their full support.

GLENN K. RIETH  
Brigadier General, NJARNG  
The Adjutant General

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